



Racial Equity Subcommittee
Fuller School Library
March 27, 2018 4pm-6pm
Open Meeting Minutes

1. **Call to Order** at 4:07pm – Motion by Ms. Bryant seconded by Mr. Alexander
2. **School Committee members present** - Gloria Pascual, Tracey Bryant, Noval Alexander and Beverly Hugo.
3. **Public Participation:** Members of the public shared their edits and suggestions to the Racial Equity Strategic plan. Representative of the **NAACP office Mr. Robinson** spoke specifically concerned with violations of Civil Rights to students in the district through unlawful discipline practices specifically targeting boys of color.
4. **Discussion:** Members of the committee reviewed, made suggestions and edits to the FY18 Racial Equity Strategic Plan –
5. Reviewed handouts by Newton Public Schools on staff of color for hiring diversity – **Ms. Pascual** made recommendation for our Human Resource department to create similar reports and provide them to the school committee once a month to track hiring diversity. In addition to having the Human Resource department create a measurable /smart goal to crease staff of color. Recommendation added to the plan. Handouts given to **Superintendent Dr. Tremblay** whom was present at the meeting. **Dr. Tremblay** stated he would provide the report to the Human Resource department and ask for them to present at our next School Committee meeting. **Ms. Bryant** discussed the importance of having a hiring retention program to support and retain our staff of color. We also added this to the plan. **Mr. Alexander** shared best practices around PBIS model and discussed proposed Racial Equity Strategic Plan for the district presentation and all suggested edits and changes. **Ms. Hugo** shared best practices on racial equity in other districts and recommendations added to the strategic plan. **Ms. Bryant** shared personal experiences and best practices on racial equity. **Racial Equity Subcommittee voted to refer all discipline policies to policy subcommittee to align with the current law and our PBIS model by removing zero tolerance language.** As the data demonstrates our boys of color are being disciplined at a much higher rate than their peers. **Motion by Ms. Hugo, seconded by Mr. Alexander Vote-4-0-0.** **Mr. Corrazzini Framingham [ublic Schools staff present** stated that he would gather data for review at our next meeting on the district on the following data points: Academic achievement, Discipline, Breakdown of students of color by school and district, Dropout Rates, Special Needs, Any data regarding Saturday School Discipline, Collection of any departmental reports that can assist the committee in identifying any equity gaps, Procedures for recording discipline, How in in-house suspension recorded, How are parents notified of suspensions or student discipline, **Mr. Corrazzini** also will request Sara DeLuca present to the committee on her work with PBIS and SEL.
6. **Next Meeting-Date:** April 10, 2018 Time: 4:00-6:00 Venue: Fuller School
7. **Adjournment-6:03.** Motion by **Ms. Hugo**, seconded by **Ms. Bryant** Vote-4-0-0.

Approved 10/24/18 Vote: 4-0-0